



FEDERAL AND ALABAMA CHILD LABOR LAWS

The stricter law (*shown in italics*) always applies.

WHAT JOBS CAN I DO?

When you are 13 or younger: You can baby-sit, deliver newspapers, or work as an actor or performer. *Alabama law requires you to be 12 years old or older to deliver newspapers.*

When you are 14 or 15: You can work in an office, grocery store, retail store, restaurant, movie theater, or amusement park.

When you are 16 or 17: You can work in any job that is not hazardous. Prohibited jobs include work in mining, logging, meatpacking, roofing, excavation or demolition. You cannot *drive a car* or forklift. Also, you cannot work with explosives, radioactive materials, or most power-driven machines.

WHEN CAN I WORK?

When you are 12 or 13: You can work delivering newspapers after 5:00 a.m. and until 7:00 p.m.

When you are 14 or 15: You can work outside of school hours, after 7:00 a.m. and until 7:00 p.m. during the school year. You can work until 9:00 p.m. during the summer months (June 1 till Labor Day) when school is not in session. You can work up to 3 hours on a school day, up to 18 hours during a school week, up to 8 hours on a non-school day, and up to 40 hours in a non-school week.

When you are 16 or older: Federal law allows you to work any hours. *Alabama law restricts 16, 17, and 18 year-old youth who are enrolled in high school from working past 10:00 p.m. on any night preceding a school day.*

Employers are required to maintain date of birth for all employees under age 19. *Alabama law requires work permits for any employee under 18 years of age. Work permits are issued at all county and city boards of education and at most high schools.*

WHERE CAN I GET ADDITIONAL INFORMATION?

Federal Information:
USDOL, Wage & Hour
1 866 487-9243 (1 866 4US-WAGE)
www.youthrules.dol.gov

Alabama Information:
Alabama Dept. of Labor
334 242-3460
www.alalabor.state.al.us